

Answers to questions contained in F.C.C. Form 301, Section V-B, are incorporated in the following paragraphs and figures.

**II. ENGINEERING DISCUSSION:**

**A. Proposed Location:**

The applicant proposes to locate the tower approximately 3.9 miles northwest of Bethany Beach, DE. Figure 1 is a Topographic map showing the proposed site (black & white copy of map shows corner coordinates). The geographic coordinates are:

Latitude: 38° 34' 21"  
Longitude: 75° 06' 58"

The Eastern Regional Office of the FAA was notified of this proposal on February 8, 1991. Figure 1-A is an Aeronautical map showing the proposed site.

**B. Antenna System and Tower:**

A dual polarized 3-bay FM antenna will be pole mounted near the top of a new tower with an overall height of 105.8 Meters (347 Feet) AGL (includes lighting). Figure 3 is a sketch of the proposed tower. The antenna has a non-directional power gain of 1.5588 H/V.

The antenna will be fed by 100 Meters (328 Feet) of 1-5/8" coaxial cable, with a rated efficiency of 84.7 percent for this length.

**C. Transmitter:**

The applicant plans to install a type accepted 4 KW FM transmitter. The transmitter will be operated at 2.3 KW which is within its rated power.

**D. Effective Radiated Power:**

Giving consideration for the maximum antenna gain, transmitter power and line loss, the maximum Effective Radiated Power is 3.0 KW for the Horizontal and 3.0 KW for the Vertical Component.

**E. Auxiliary Power:**

The applicant proposes to install two Auxiliary Power Generators (one at their proposed studio site and one at their proposed FM transmitter site) to supply electrical power during local outages.

**F. Channel Allocation:**

Figure 4 is a channel allocation study from the proposed site. The proposed site is short spaced under the 6 KW rules to four stations. Three of the stations (WESR, WMGM, & WOCQ) qualify for processing under Section 73.213 in that the Bethany Beach reference point for 278A also fails to meet the new 6 KW spacing to these stations. It should be noted that WOCQ has a pending application (9001111B) requesting 6 KW operation. However, inasmuch as that application is also short spaced to the Bethany Beach reference point it is defective. If the Commission determines that a waiver is necessary until WOCQ is dismissed then a waiver is hereby requested. The fourth and final short spacing is to WGMS-FM on 278B at Washington, D.C. Since the Bethany Beach reference point exceeds the minimum spacing for 6 KW operation to WGMS this application proposes contour protection. In all other respects this application is in compliance with Section 73.207(a).

1. Contour Protection - Section 73.215:

Figure 5 is a map and Figure 5-A is a tabulation of the protected 60 dBu and the co-channel interfering 34 dBu contour proposed by this application.

Figure 5-B is a similar tabulations for WGMS-FM except that it is based upon **maximum permissible ERP and HAAT** at its existing site.

As can be seen, no prohibited overlap occurs. All contours are based upon terrain radials spaced every 10 degrees.

G. Terrain Profile Data & Coverage:

Terrain profile data was extracted from NGDC 30 Second Digitized Terrain Data Base provided out of Boulder, Colorado. The standard eight bearings (every 45 degrees) were used to obtain the proposed HAAT. The 45, 90, & 135 degree radials were taken from the appropriate 7.5' map. The terrain average on the 90 & 135 degree radials was terminated at the waters edge inasmuch as there was no land contained within the 50 micro-volt contour along these radials.

The predicted service contours, as shown in Figure 2 of the attached report, were computed using a mathematical model adapted for computer use of the data shown in Figure 1 of Section 73.333. This is the Commission's computer program TV FM FS REPORT RS-76-01, dated January 1976.

The coverage map (Figure 2) does contain the original latitude and longitude markings as required by the FCC form 301. However, it was impossible to show the original degree indications for these markings due to the scale of the map being used (1:250,000). It is believed that verification of the site location is possible through use of the Topographic Map and Aeronautical Map which is also contained in this application.

Figure 2-A is a tabulation of the distances to the 70 dBu (3.16 mV/M - City Grade) & 60 dBu (1.0 mV/M - Primary) contours in Metric Units (Meters/Kilometers).

**H. Terrain Profile to City of License:**

The N-135-E radial is the direct path to the City of License. From the proposed site the 3.16 mV/M City Grade Contour will completely encompass the City of License without major terrain obstruction.

**I. Coverage Area and Population:**

The area contained within the 60 dbu (1.0 mV/m) contour is 994 square kilometers and has been computed mathematically (water area has been subtracted).

The population within this contour is 44,015 persons and was obtained through a computerized analysis of the census designated places population data contained in the 1980 Census.

**J. FM Blanketing Contour:**

The applicant recognizes its obligation to resolve related interference complaints for a one year period within its 115 dBu "FM Blanketing Contour" as required by Section 73.318 of the FCC Rules.

The radius around the base of the tower in which Blanketing interference is possible is fairly small (see Figure 2-A) and is in a sparsely populated area. Given the height of the tower proposed, no problems are anticipated.

**K. Other Services in Area:**

There are NO known AM Broadcast Stations within 3.2 kilometers of the proposed site.

There are no known transmission facilities within 60 meters (197 feet) of the proposed antenna.

There are other transmitters within 10 kilometers (6.2 miles) of the proposed site, however, based on the type of transmitter proposed, and the frequency & power involved no intermodulation interference problems with existing transmitting facilities is expected. In the unlikely event some problems would occur, the applicant will investigate and correct such cases in accordance with the Commission's Rules.

**L. Environmental Assessment Statement:**

The applicant believes its proposal will not significantly affect the environment since it does not meet any of the criteria specified in Section 1.1307 of the rules. Specifically the proposed facility:

1. Will NOT be located in an officially designated wilderness area.
2. Will NOT be located in an officially designated wildlife preserve.
3. Will NOT affect districts, sites, buildings, structures or objects, significant in American history, architecture, archeology or culture, that

are listed in the National Register of Historic Places or are eligible for such listing.

4. Will NOT be located in a floodplain.
5. Will NOT result in construction that will involve a significant change in the surface features (eg. wetland fill, deforestation or water diversion).
6. Will NOT involve the use of high intensity white lights on a structure located in a residential neighborhood, as defined by the applicable zoning laws.
7. Will NOT involve the exposure of workers or the general public to levels of radiofrequency radiation in excess of the "Radio Frequency Protection Guide" recommended by ANSI (C95-1-1982).

The following is a more detailed discussion of this protection standard:

**a. National Environmental Policy Act of 1969:**

In 1969, Congress enacted the National Environmental Policy Act (NEPA), which requires the FCC to evaluate the potential environmental significance of the facilities it regulates and authorizes. Human exposure to Radio Frequency (RF) radiation has been identified as an issue the FCC must consider.

Beginning with the filing of applications after January 1, 1986, broadcast stations will be required to "certify compliance" with FCC prescribed guidelines on human exposure to RF radiation. The FCC is using as its processing guidelines, the American National Standards Institute's (ANSI) RF radiation protection guides (ANSI C95.1-1982). These exposure

limits are expressed in terms of milli-watts per square centimeter.

These exposure limits are time averaged over any six minute period and vary depending upon the frequency involved:

Frequency Range (MHz)	Power Density (mW/sq.cm)	
*****	*****	
0.3 to 3	100	AM
3 to 30	$900/(\text{Freq}^2)$	
30 to 300	1.0	VHF TV & FM
300 to 1,500	$\text{Freq}/300$	UHF TV
1500 to 100,000	5.0	

(same as ANSI standard)

The applicant recognizes that compliance with the above criteria at sites involving multiple AM, FM and/or TV facilities is based upon the contributions of all such facilities. At the site discussed in this application, the only facility that will exist is the proposed FM facility.

#### FM BROADCAST STATIONS

For FM Broadcast Stations the following formula is used:

$$D = \frac{\text{SQRT}(F^2 * [\text{HERP} + \text{VERP}])}{1.667 * \text{SQRT}(\text{PD}) * 3.2808}$$

Where:

D = the closest distance in meters that a human should come to an operating antenna (to obtain feet multiply by 3.2808)  
F = typical relative field factor in downward direction ( F = 1 is worst case main lobe)  
HERP = Horizontal ERP in watts (above a dipole)  
VERP = Vertical ERP in watts (above a dipole)  
PD = highest Power Density in milli-watts/cm<sup>2</sup>  
SQRT = Square Root  
Freq = Frequency in mega-cycles/sec. (MHz)

The vertical radiation pattern of the FM antenna specified in this application is very narrow and therefore the power density as seen by an observer on the ground near the base of the tower will be less than 10 percent of the total ERP or 0.3 KW.

The application of the above equation (assuming maximum ERP), in our case, for a frequency of 103.5 MHz and a Power Density of 1.0 milli-watts results in a minimum distance of 14.2 meters (47 feet) from the antenna. Inasmuch as the lowest element on the proposed antenna will be approximately 91.4 meters (300 feet) above ground level, it is self-evident that no hazard from radiation will exist to persons at ground level. At approximately 2 meters above the ground and assuming maximum downward radiation the proposed FM facility contributes 0.0063 of the ANSI standard. With regard to people which need to climb the tower, the tower will be marked by appropriate warning signs to insure safety.



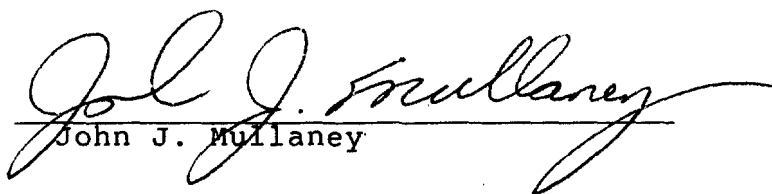
**EICHER COMMUNICATIONS, INC.**  
**Ch. 278A - BETHANY BEACH, DE**

**MULLANEY ENGINEERING, INC.**

**III. SUMMARY:**

Eicher Communications, Inc., proposes to construct a new FM facility on Channel 278A at Bethany Beach, Delaware. This application requires processing under Sections 73.213 & 73.215 of the rules. In other respects this engineering proposal is in full compliance with the Commission's Rules.

February 8, 1991.

  
John J. Mullaney

**MULLANEY ENGINEERING, INC.**  
GAITHERSBURG, MARYLAND

**FIGURE 1**  
**TOPOGRAPHIC MAP**

**EICHER COMMUNICATIONS, INC.**  
**BETHANY BEACH, DELAWARE**  
**Ch. 278A 3.0 KW 100 M HAAT**

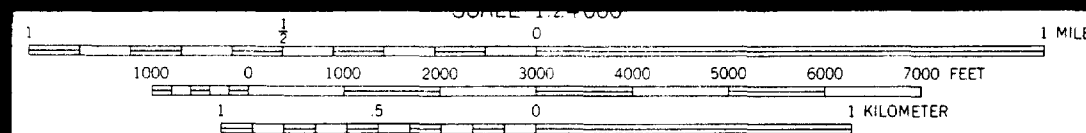
**FEBRUARY 1991**

**PROPOSED SITE**

**NO AM BROADCAST STATIONS ARE WITHIN  
3.2 KILOMETERS OF THE PROPOSED SITE.**

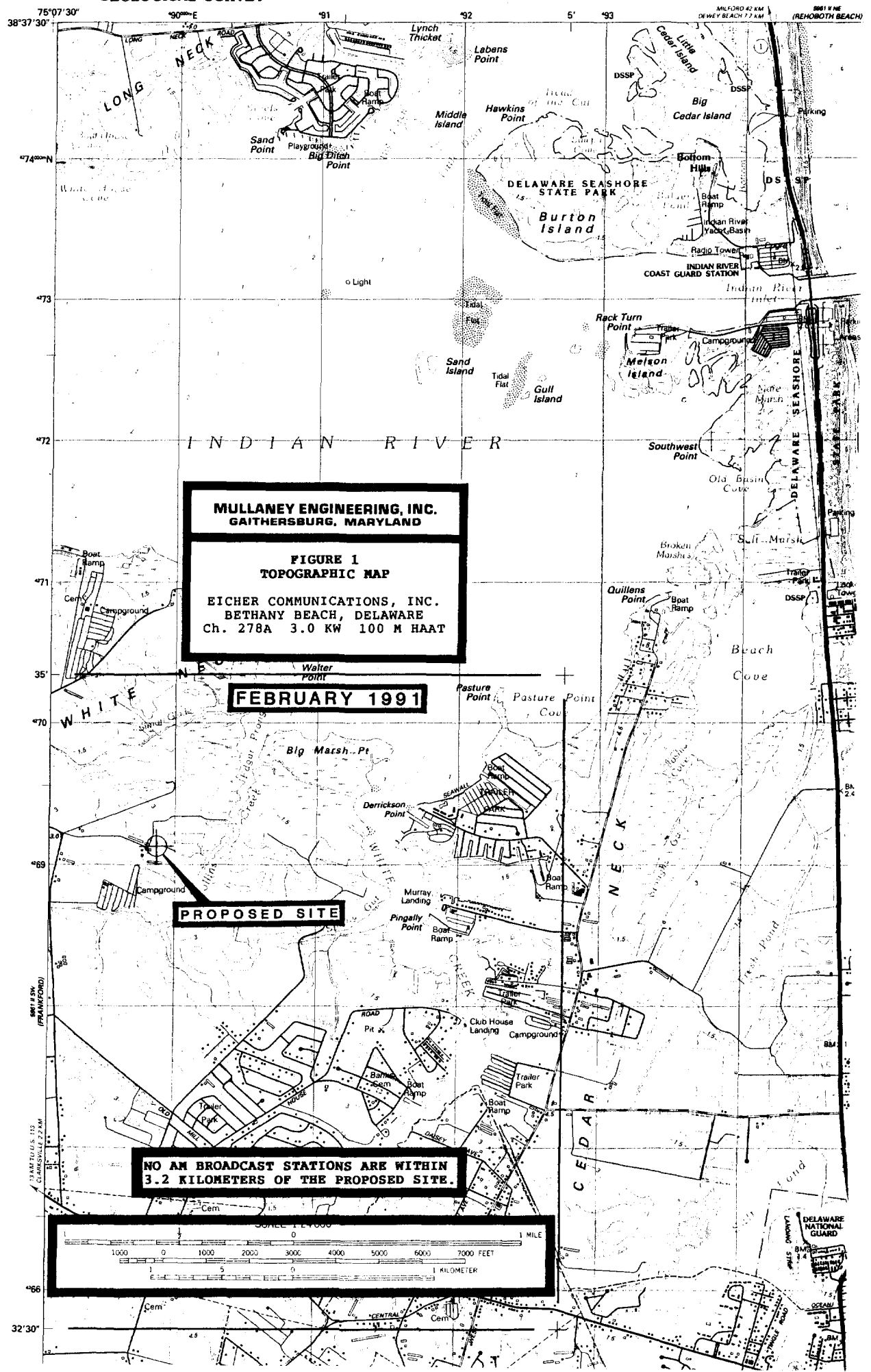
5061 N SW  
(FRANKFORD)

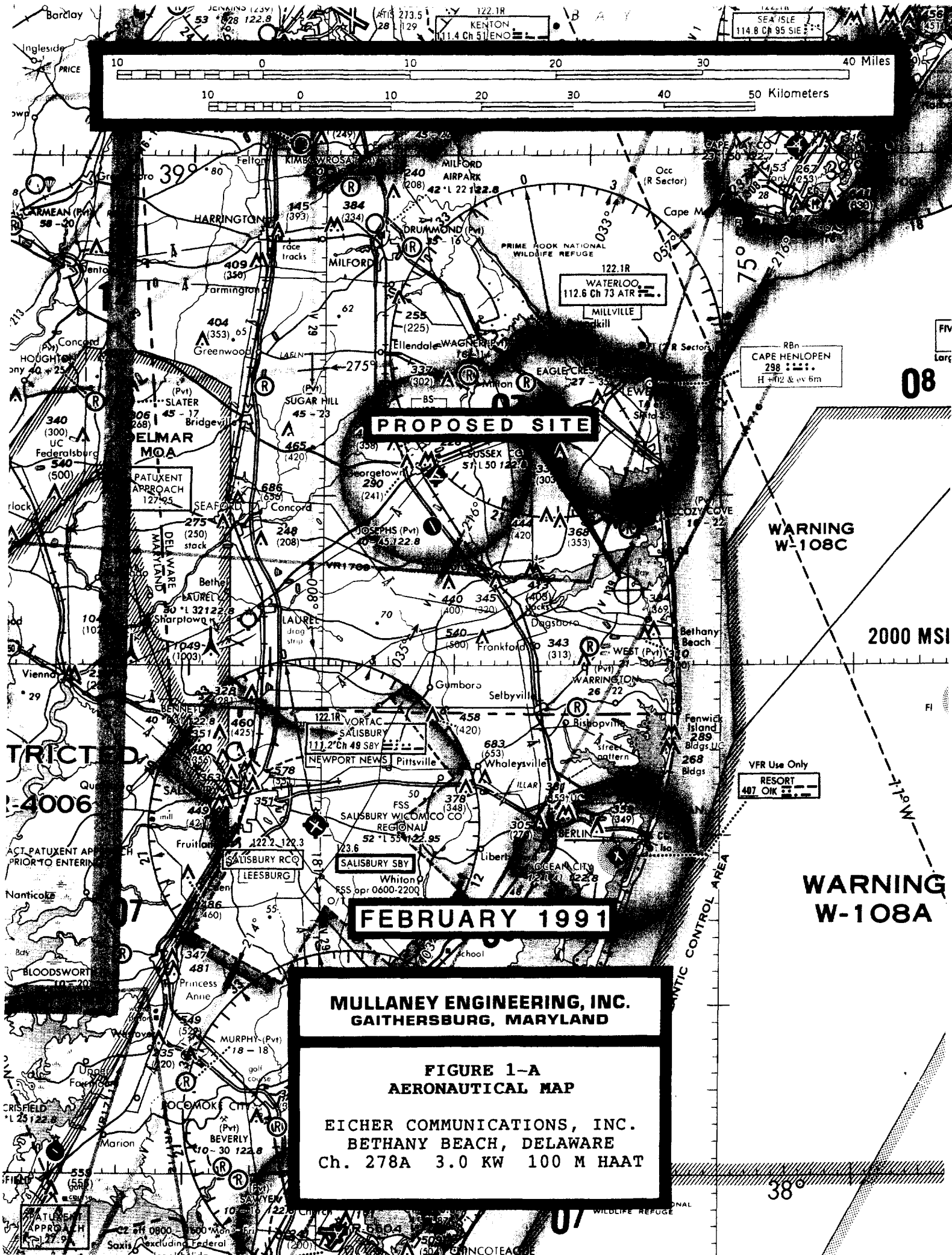
13 KM TO U.S. 113  
CLARKSVILLE 2.2 KM

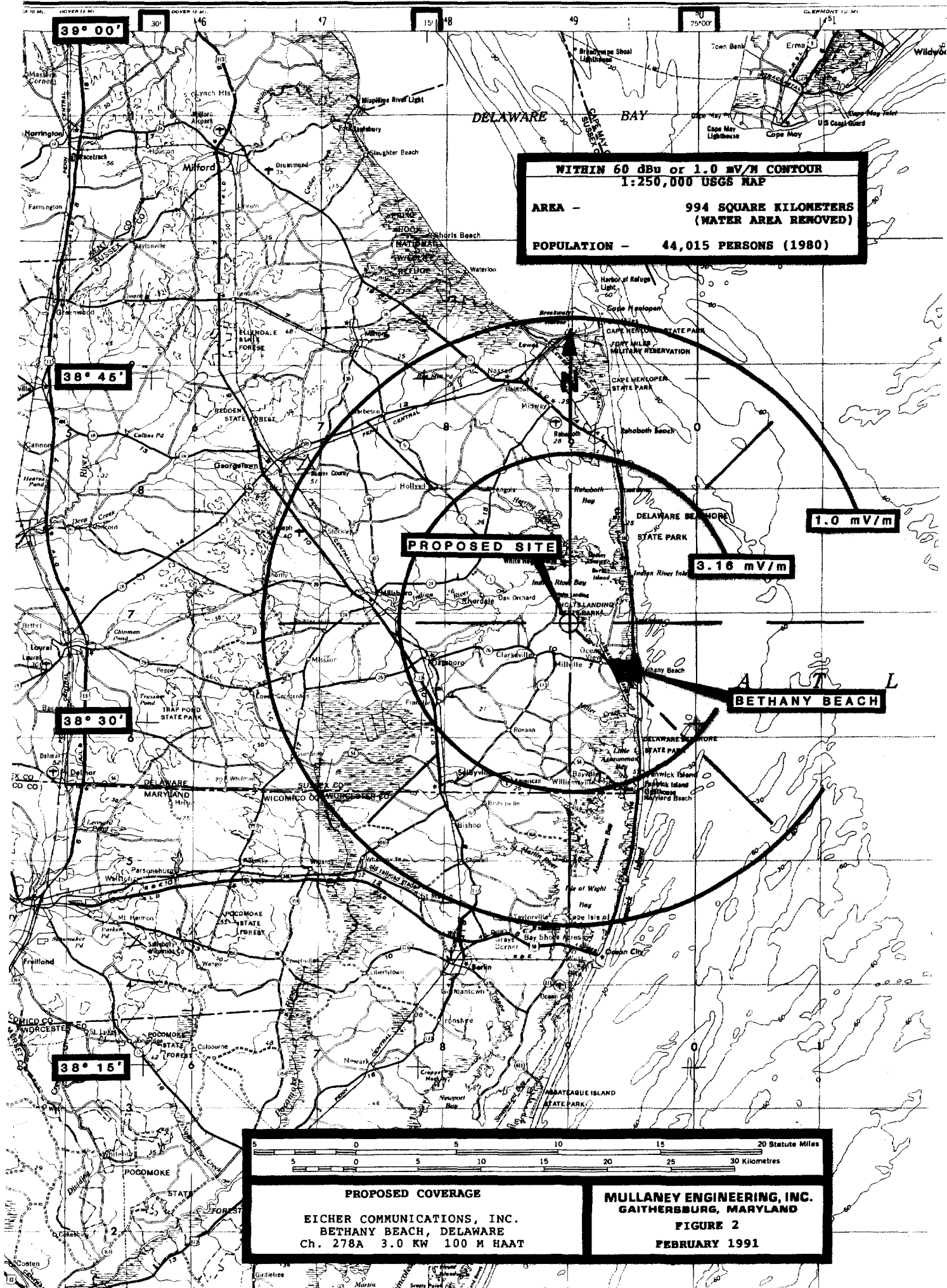


32°30'

UNITED STATES  
DEPARTMENT OF THE INTERIOR  
GEOLOGICAL SURVEY







**WITHIN 60 dBu or 1.0 mV/M CONTOUR**  
**1:250,000 USGS MAP**

**AREA - 994 SQUARE KILOMETERS**  
**(WATER AREA REMOVED)**

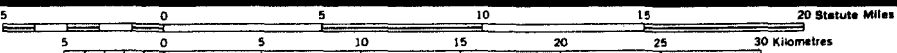
**POPULATION - 44,015 PERSONS (1980)**

**PROPOSED SITE**

**1.0 mV/m**

**3.16 mV/m**

**BETHANY BEACH**



**PROPOSED COVERAGE**

**EICHER COMMUNICATIONS, INC.**  
**BETHANY BEACH, DELAWARE**  
**Ch. 278A 3.0 KW 100 M HAAT**

**MULLANEY ENGINEERING, INC.**  
**GAITHERSBURG, MARYLAND**  
**FIGURE 2**  
**FEBRUARY 1991**

**FM COVERAGE**  
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**BETHANY BEACH, DELAWARE**

**CHANNEL NO. 278 A                      FREQUENCY 103.5 MHZ**

**CENTER OF RADIATION    102.1 METERS AMSL**

**COORDINATES: 38-34-21   /   75-06-58**

				DISTANCE TO				
BEARING		3-16 KM		C.R.	E.R.P.	CONTOURS (KM)		
DEGREES		AVERAGE	HAAT			(KW)	115.0	70.0
*****		*****		*****	*****	*****		
CITY	0.	*	0.3	101.8	3.	0.7	13.5	24.5
	45.	*	0.1	102.0	3.	0.7	13.5	24.5
	90.	* #	1.3	100.8	3.	0.7	13.5	24.3
	135.	* #	2.3	99.9	3.	0.7	13.5	24.1
	180.	*	1.7	100.4	3.	0.7	13.5	24.3
	225.	*	4.6	97.5	3.	0.7	13.4	24.0
	270.	*	3.3	98.8	3.	0.7	13.4	24.1
	315.	*	3.1	99.0	3.	0.7	13.4	24.1
AVERAGE		*	2.1	100.0 Meters				

**115.0 DBU BLANKET CONTOUR IS COMPUTED VIA SECTION 73.318**

**NOTE:**

**# - AVERAGE ON THIS RADIAL TERMINATES AT WATER.**

**FEBRUARY 1991**

**MULLANEY ENGINEERING, INC.  
GAITHERSBURG, MARYLAND**

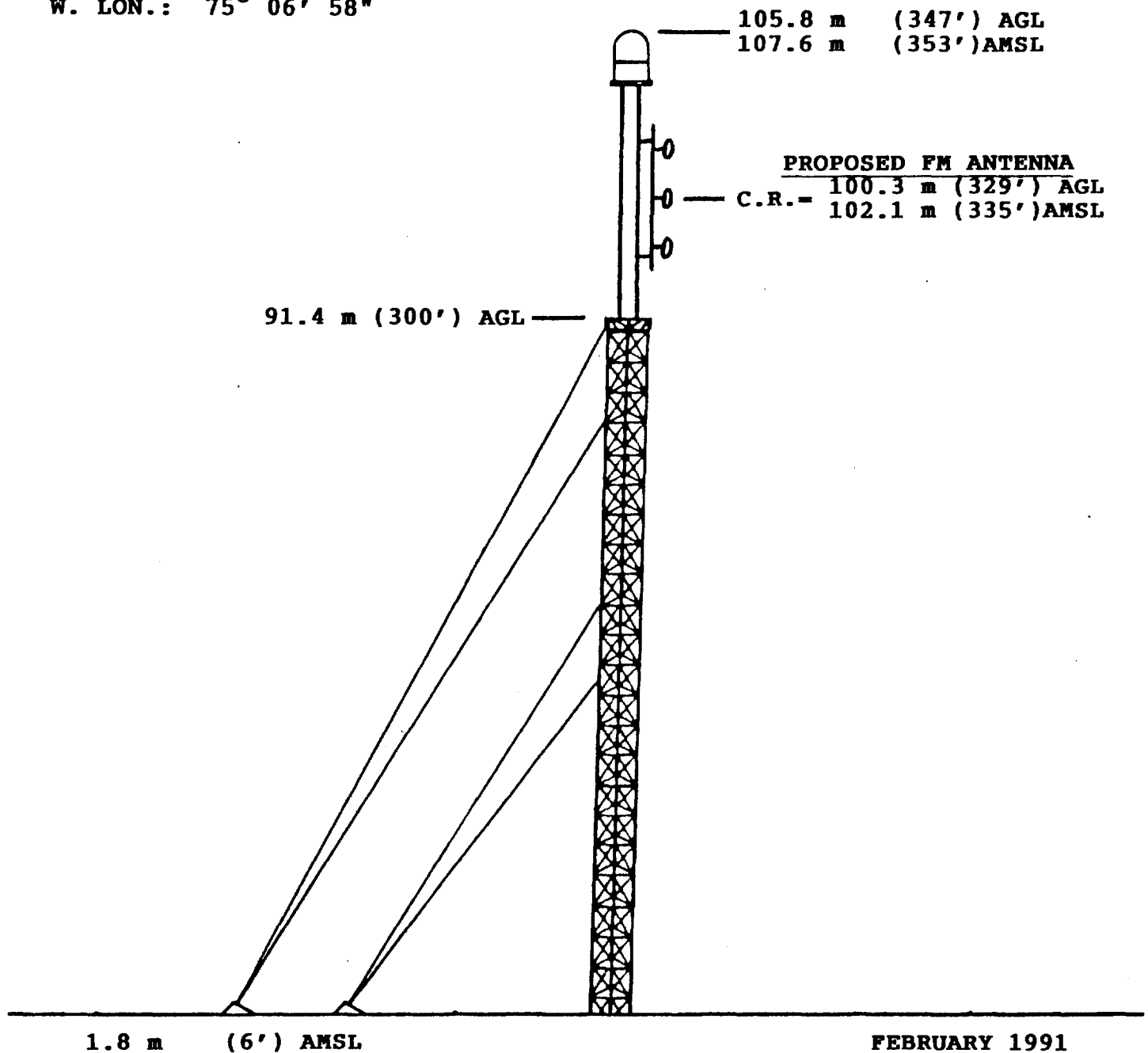
**FIGURE 2-A  
PROPOSED CONTOURS  
(METRIC UNITS)**

**EICHER COMMUNICATIONS, INC.  
BETHANY BEACH, DELAWARE  
Ch. 278A   3.0 KW   100 M HAAT**

**PAINTING AND LIGHTING: IN ACCORDANCE  
WITH F.A.A. SPECIFICATIONS.**

**NOT DRAWN TO SCALE**

**N. LAT.: 38° 34' 21"**  
**W. LON.: 75° 06' 58"**



**MULLANEY ENGINEERING, INC.**  
**GAITHERSBURG, MARYLAND**

**FIGURE 3**  
**VERTICAL TOWER SKETCH**

**EICHER COMMUNICATIONS, INC.**  
**BETHANY BEACH, DELAWARE**  
**Ch. 278A 3.0 KW 100 M HAAT**

February 7, 1991

FM Spacing study

Title: EICHER COMMUNICATIONS, INC  
Channel 278A (103.5 MHz)  
Database: DW 01/31/91

Latitude: 38-34-21  
Longitude: 75-06-58  
Safety zone: 20 km

Call	Auth	Licensee name	Chan	ERP-kW	Latitude	Br-to	Dist.	Req.
City of License	St	FCC File no.	Freq	EAH-m	Longitude	-from	(km)	(km)
WGMD	LIC	RESORT BCG CO A LTD PTSH	224A	3	38-42-05	333.2	16.04	10
REHOBOTH BEACH	DE	BLH-6807	92.7	91	75-11-58	153.2	6.042	CLOSE
WESR	LIC	EASTERN SHORE RADIO INCO	277B	50	37-43-02	207.7	107.2	113
ONLEY-ONANCOCK	VA		103.3	98	75-41-01	27.4	-5.82	SHORT
NOTE: QUALIFIES FOR PROCESSING UNDER SECTION 73.213 - REQ. SEPAR. 105 KM								
ALLOC			278A		38-32-22	124.9	6.429	-
BETHANY BEACH	DE	DOC-89-498	103.5		75-03-20	304.9		
Granted effective 01/11/91, adopted 11/08/90, Filing window 01/14-02/13/91								
WGMS-FM LIC	CLASSICAL ACQUISITION PT	278B	46DA	38-56-09	283.9	176.5		178
WASHINGTON	DC	BLH-880104KE	103.5	155	77-05-33	102.6	-1.53	SHORT
NOTE: CONTOUR PROTECTION VIA SECTION 73.215 - MAX "B" FACILITIES ASSUMED								
WGMS-FM APP	CLASSICAL ACQUISITION PT	278B	44DA	38-56-09	283.9	176.5		178
WASHINGTON	DC	BPH-900205IG	103.5	158	77-05-33	102.6	-1.53	SHORT
PET FOR RECON FILED 1/7/91;								
NOTE: CONTOUR PROTECTION VIA SECTION 73.215 - MAX "B" FACILITIES ASSUMED								
WMGM	LIC	SOUTH JERSEY RADIO INCOR	279B	50DA	39-23-38	29.7	105.3	113
ATLANTIC CITY	NJ	BLH-850322KK	103.7	106	74-30-34	210.1	-7.75	SHORT
NOTE: QUALIFIES FOR PROCESSING UNDER SECTION 73.213 - REQ. SEPAR. 105 KM								
WOCQ	LIC	MUSICRADIO OF MARYLAND I	280A	3	38-22-58	219.6	27.35	31
BERLIN	MD	BLH-850423KS	103.9	100	75-18-58	39.5	-3.65	SHORT
NOTE: QUALIFIES FOR PROCESSING UNDER SECTION 73.213 - REQ. SEPAR. 27 KM								
WOCQ	APP	MUSICRADIO OF MARYLAND I	280A	6	38-22-58	219.6	27.35	31
BERLIN	MD	BPH-900111IB	103.9	100	75-18-58	39.5	-3.65	SHORT
NOTE: WOCQ'S APPLICATION IS DEFECTIVE .. SHORT SPACED TO BETHANY REF. PT								

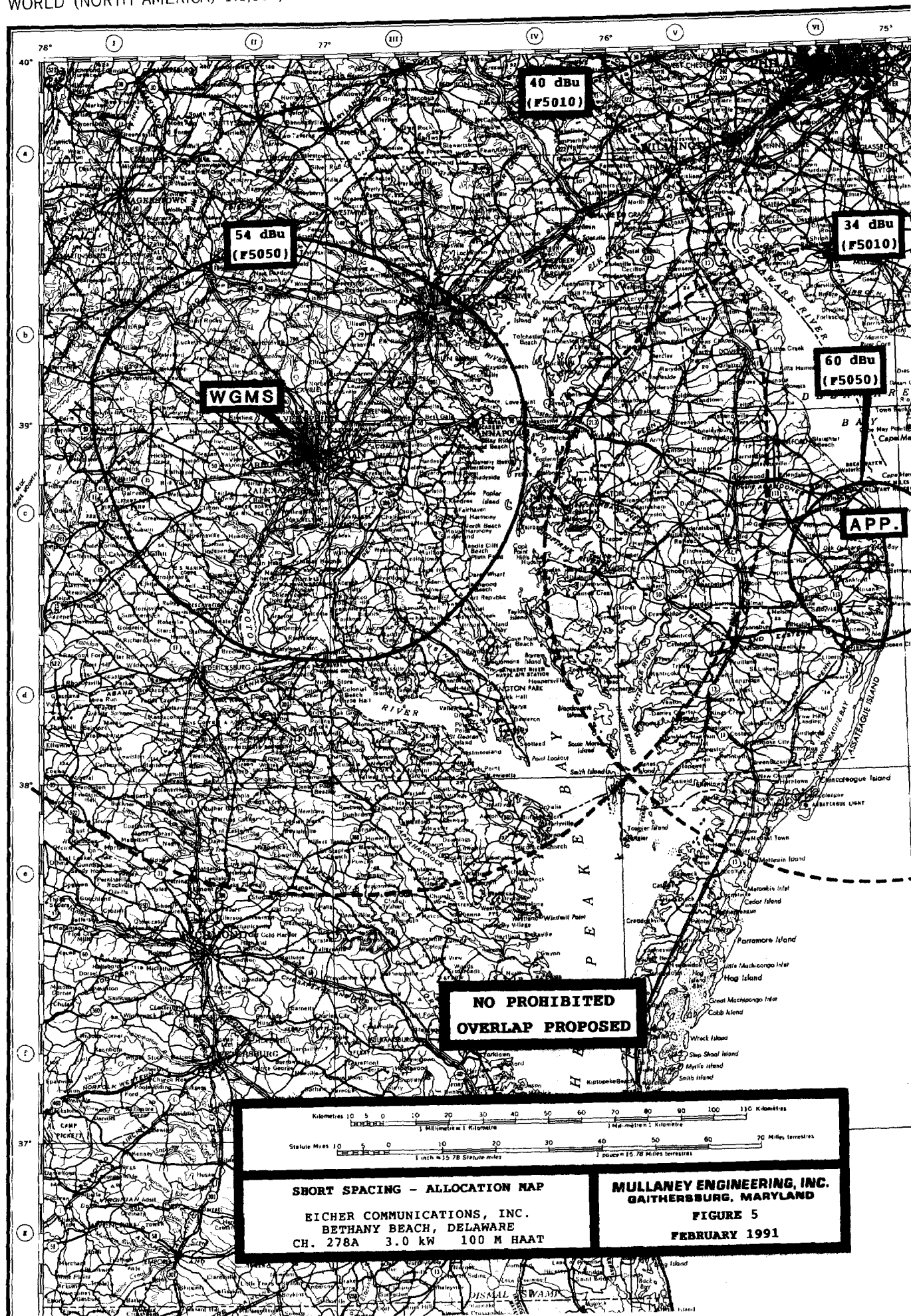
>> End of channel 278A study <<

MULLANEY ENGINEERING, INC.  
GAITHERSBURG, MARYLAND

FIGURE 4  
CHANNEL ALLOCATION STUDY

EICHER COMMUNICATIONS, INC.  
BETHANY BEACH, DELAWARE  
Ch. 278A 3.0 KW 100 M HAAT





**FM COVERAGE**  
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**BETHANY BEACH, DELAWARE**

**CHANNEL NO. 278 A                      FREQUENCY 103.5 MHZ**

**CENTER OF RADIATION    102.1 METERS AMSL**

**COORDINATES: 38-34-21   /   75-06-58**

<b>BEARING DEGREES</b> *****		<b>3-16 KM AVERAGE</b> *****	<b>C.R. HAAT</b> *****	<b>E.R.P. (KW)</b> *****	<b>DISTANCE TO CONTOURS (KM)</b>	
					<b>60.0</b>	<b>34.0</b>
0.	*	0.3	101.8	3.	24.5	98.5
10.		0.0	102.1	3.	24.5	98.5
20.		0.0	102.1	3.	24.5	98.5
30.	*	0.0	102.1	3.	24.5	98.5
40.		0.0	102.1	3.	24.5	98.5
50.		0.0	102.1	3.	24.5	98.5
60.	*	0.0	102.1	3.	24.5	98.5
70.		0.0	102.1	3.	24.5	98.5
80.		0.0	102.1	3.	24.5	98.5
90.	*	0.0	102.1	3.	24.5	98.5
100.		0.0	102.1	3.	24.5	98.5
110.		0.0	102.1	3.	24.5	98.5
120.	*	0.0	102.1	3.	24.5	98.5
130.		0.0	102.1	3.	24.5	98.5
140.		0.0	102.1	3.	24.5	98.5
150.	*	0.0	102.1	3.	24.5	98.5
160.		1.3	100.8	3.	24.3	98.3
170.		1.0	101.1	3.	24.3	98.3
180.	*	1.7	100.4	3.	24.3	98.2
190.		2.2	99.9	3.	24.1	98.2
200.		3.8	98.3	3.	24.0	97.8
210.	*	5.0	97.1	3.	23.8	97.7
220.		4.8	97.3	3.	24.0	97.7
230.		5.0	97.1	3.	23.8	97.7
240.	*	5.2	96.9	3.	23.8	97.7
250.		4.3	97.8	3.	24.0	97.8
260.		2.8	99.3	3.	24.1	98.0
270.	*	3.3	98.8	3.	24.1	98.0
280.		0.8	101.3	3.	24.3	98.3
290.		2.8	99.3	3.	24.1	98.0
300.	*	3.6	98.5	3.	24.0	97.8
310.		4.1	98.0	3.	24.0	97.8
320.		2.1	100.0	3.	24.3	98.2
330.	*	1.2	100.9	3.	24.3	98.3
340.		2.4	99.7	3.	24.1	98.2
350.		0.8	101.3	3.	24.3	98.3

**34.0 DBU CONTOUR IS BASED ON    F(50,10) CURVE**

**PROPOSED SHORT SPACING CONTOURS**

EICHER COMMUNICATIONS, INC.  
BETHANY BEACH, DELAWARE  
CH. 278A    3.0 kW    100 M HAAT

**MULLANEY ENGINEERING, INC.**  
GAITHERSBURG, MARYLAND

**FIGURE 5-A**  
**FEBRUARY 1991**

**FM COVERAGE**  
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**WGMS - WASHINGTON, DC**

**CHANNEL NO. 278 B                      FREQUENCY 103.5 MHZ**

**CENTER OF RADIATION    216.7 METERS AMSL**

**COORDINATES: 38-56-09   /   77-05-33**

BEARING DEGREES *****		3-16 KM AVERAGE *****	C.R. HAAT *****	E.R.P. (KW) *****	DISTANCE TO CONTOURS (KM)	
					54.0	40.0
0.	*	88.5	128.2	50.	62.0	134.7
10.		94.9	121.8	50.	60.8	133.9
20.		99.5	117.2	50.	60.2	133.3
30.	*	93.8	122.9	50.	61.0	134.1
40.		86.5	130.2	50.	62.1	135.0
50.		71.6	145.1	50.	64.4	137.1
60.	*	54.0	162.7	50.	66.6	139.4
70.		42.1	174.6	50.	68.1	141.0
80.		37.1	179.6	50.	68.6	141.6
90.	*	40.0	176.7	50.	68.2	141.3
100.		31.8	184.9	50.	69.0	142.4
110.		28.0	188.7	50.	69.4	142.9
120.	*	28.7	188.0	50.	69.4	142.7
130.		28.1	188.6	50.	69.4	142.9
140.		21.8	194.9	50.	70.0	143.7
150.	*	9.0	207.7	50.	71.3	145.3
160.		12.7	204.0	50.	70.8	144.8
170.		33.9	182.8	50.	68.9	142.1
180.	*	51.7	165.0	50.	66.9	139.7
190.		57.0	159.7	50.	66.3	139.0
200.		69.6	147.1	50.	64.7	137.3
210.	*	91.2	125.5	50.	61.5	134.4
220.		94.4	122.3	50.	61.0	133.9
230.		97.1	119.6	50.	60.5	133.6
240.	*	104.4	112.3	50.	59.4	132.4
250.		105.8	110.9	50.	59.1	132.3
260.		102.8	113.9	50.	59.5	132.8
270.	*	90.7	126.0	50.	61.5	134.4
280.		80.9	135.8	50.	63.1	135.8
290.		62.6	154.1	50.	65.7	138.2
300.	*	57.8	158.9	50.	66.1	138.9
310.		73.7	143.0	50.	64.1	136.8
320.		81.6	135.1	50.	62.9	135.7
330.	*	90.6	126.1	50.	61.6	134.4
340.		97.1	119.6	50.	60.5	133.6
350.		102.9	113.8	50.	59.5	132.8
<b>AVERAGE</b>		<b>*</b>	<b>66.7</b>	<b>150.0 Meters</b>		

**40.0 DBU CONTOUR IS BASED ON F(50,10) CURVE**

**WGMS - SHORT SPACING CONTOURS**

**EICHER COMMUNICATIONS, INC.  
BETHANY BEACH, DELAWARE  
Ch. 278A   3.0 KW   100 M HAAT**

**MULLANEY ENGINEERING, INC.  
GAITHERSBURG, MARYLAND**

**FIGURE 5-B  
FEBRUARY 1991**

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.  
U.S. CODE, TITLE 18, SECTION 1001.

I certify that the statements in this application are true and correct to the best of my knowledge and belief, and are made in good faith.

Name of Applicant Eicher Communications, Inc.	Signature <i>Elaine C. Eicher</i>
Date <i>February 15, 1991</i>	Title Elaine C. Eicher, President

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT  
AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the benefit requested is consistent with the public interest. The staff, consisting variously of attorneys, analysts, engineers and applications examiners, will use the information to determine whether the application should be granted, denied, dismissed, or designated for hearing. If all the information is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain the requested authority.

Public reporting burden for this collection of information is estimated to vary from 71 hours 45 minutes to 301 hours 30 minutes with an average of 118 hours 28 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, can be sent to the Federal Communications Commission, Office of Managing Director, Washington, D.C. 20554, and to the Office of Management and Budget, Paperwork Reduction Project (3060-0027), Washington, D.C. 20503.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1980, P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.